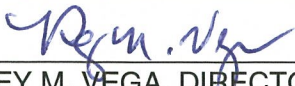


Guam Behavioral Health and Wellness Center		
TITLE: Anti Discrimination; Inclusion and Equity	POLICY NO.: AD- 18	Page 1 of 2
APPLICABILITY: Administrative		
APPROVED BY:  REY M. VEGA, DIRECTOR	EFFECTIVE: JAN 31 2017	LAST REVIEWED/REVISED:

PURPOSE:

This Policy is intended to act as a positive force for cultural sensitivity and diversity, equity and the elimination of discrimination. This applies to all Guam Behavioral Health and Wellness Center's consumers, employees, volunteers and students.

POLICY:

- A. Guam Behavioral Health and Wellness Center (GBHWC) re-affirm its commitment to build an organizational culture which is equitable and inclusive. This means that in all aspects of its operations and at all levels of the organization, GBHWC works to ensure that there is no discrimination on the basis of, but not limited to, ethnicity, language, race, age, ability, sex, sexual or gender identity, sexual orientation, family status, income, immigrant or refugee status, nationality, place of birth, political or religious affiliation.
- B. GBHWC encourages individuals to participate fully and to have complete access to its services, employment, and volunteer opportunities. It shall make every effort to see that its structure, policies and systems reflect all aspects of the total community and to promote equal access to all.
- C. GBHWC shall strive to ensure the following;
 1. Discriminatory or oppressive behaviors are not tolerated
 2. Individuals who engage with GBHWC for services are valued participants who have opportunities to shape and evaluate our programs.
 3. Community programs and services are developed and delivered to provide a culturally respectful quality behavioral health services that support and strengthen the wellbeing of the persons served.
 4. Programs are delivered in such a way that systemic barrier to full participation and access is eliminated and so that positive relations and attitudinal change towards minority group or other ethnicity are promoted.
 5. Services are provided with sensitivity to culture, nationality, political and religious affiliation, sexual and gender orientation, service relationships, and are delivered in keeping with anti-oppression principles.

PROCEDURE:

- A. GBHWC has and will continue to work to embed the principles detailed in this policy within all relevant policies and procedures to ensure that equity and inclusion guides the organization in all its endeavors.
- B. Individuals who believes that they have experienced harassment or discrimination in the organization are encourage to use the following policies and procedure to have their concerns or complaints addressed:
 1. Consumers and community members may refer to the *AD-21 Consumers Complaint Process Policy*

2. Employees, volunteers and students may refer to the *Harassment/Discrimination Policy under the Guam Dept. of Administration Personnel Rules and Regulation Chapter 11 Adverse Action Procedure and Chapter 12 Grievance Procedures.*

REFERENCES:

Chapter 4 GCA; Personnel Policy and Civil Service Commision.

Department of Administration. (1995). *Personnel Rules and Regultions.* Agana, Guam.

SUPERSEDES:

- A. Title; Policy No.; Effective date/signature date; Approving individual's name

**GUAM BEHAVIORAL HEALTH AND WELLNESS CENTER
REVIEW AND ENDORSEMENT CERTIFICATION**

The signatories on this document acknowledge that they have reviewed and approved the following:

☒ Policies and Procedure


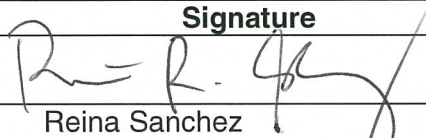
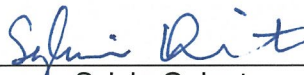
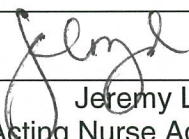
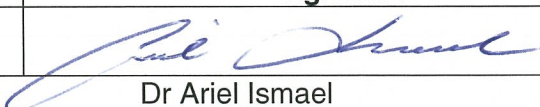
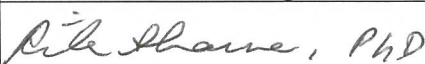
Submitted by: CARF Compliance Officer


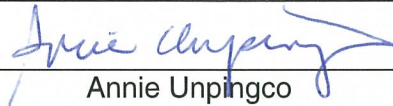


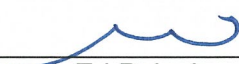
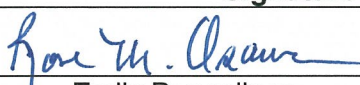
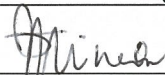
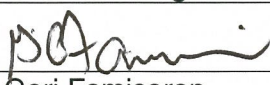
☐ Program Plan


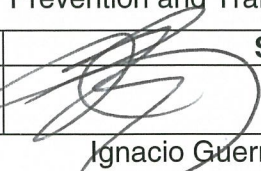
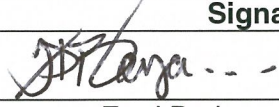
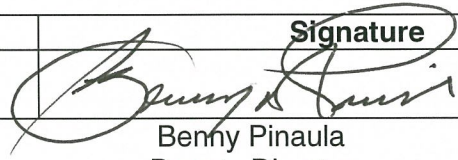
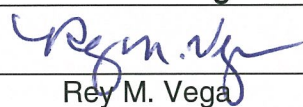
Policy No: AD-18

☐ Bylaws

Title: Anti- Discrimination, Equity and Inclusion

Reviewed/Endorsed Title	Date	Signature
	1/24/17	 Cydsel Victoria Toledo CARF Compliance Officer/Quality Management
Reviewed/Endorsed Title	Date	Signature
	1/30/17	 Reina Sanchez Acting Administrator Adult Outpatient Mental Health
Reviewed/Endorsed Title	Date	Signature
	1/25/17	 Sylvia Quinata Supervisor Adult Counseling
Reviewed/Endorsed Title	Date	Signature
	1/27/17	 Jeremy Lloyd Acting Nurse Administrator
Reviewed/Endorsed Title	Date	Signature
	1/31/17	 Dr Ariel Ismael Medical Director
Reviewed/Endorsed Title	Date	Signature
	1-30-17	 Dr. Rita Sharma Psychologist

Reviewed/Endorsed Title	Date	Signature
	1.25.17	
		Athena Duenas Drug and Alcohol Supervisor
Reviewed/Endorsed Title	Date	Signature
	1.30.17	
		Annie Unpingco Administrator CASD
Reviewed/Endorsed Title	Date	Signature
	01/25/2017	
		Maria Teresa Aguon Healing Hearts
Reviewed/Endorsed Title	Date	Signature
	1/25/2017	
		Al Garido Health and Safety Officer
Reviewed/Endorsed Title	Date	Signature
	01-25-17	
		Ed Palacios Facility & Operations
Reviewed/Endorsed Title	Date	Signature
	1/27/17	
		Emily Pangelinan Human Resources
Reviewed/Endorsed Title	Date	Signature
	1/24/17	
		Shermalin Pineda Residential Program Manager
Reviewed/Endorsed Title	Date	Signature
		
		Gari Famisaran Quality Improvement Coordinator

Reviewed/Endorsed Title	Date	Signature
	1/30/17	
	Prevention and Training Branch	
Reviewed/Endorsed Title	Date	Signature
	1/24/17	
	Ignacio Guerrero Jr Training officer	
Reviewed/Endorsed Title	Date	Signature
	1/30/2017	
	Fred Borja Information Technology	
Reviewed/Endorsed Title	Date	Signature
	1/25/17	
	Benny Pinault Deputy Director	
Reviewed/Endorsed Title	Date	Signature
	1/31/17	
	Rey M. Vega Director	